

## **The Impact of Ethical Climate on Emotional Engagement and Team Orientation**

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It has been widely reported that the apparel industry must ensure the emotional engagement and team orientation among the employees to be successful in this dynamic business environment. Ethical climate is perceptions regarding correct behavior in the environment and the ways of handling ethical issues. This research focuses on how this ethical behavior affects employee's emotional attachment to the organization and employees' collaboration. In Sri Lankan context, hardly find the up to date empirical studies related to the studies on the impact of ethical climate on emotional engagement and team orientation, especially in apparel sector. Thus, there is an empirical knowledge gap exists and this study attempt to fill this gap up to a significant extent. The data were collected through a unique dataset of survey responses with the use of structured questionnaire, in which the sample comprised of two hundred machine operators who are working for three garment factories in Kalutara district. Descriptive statistics and correlation analysis have been used for the analysis. Findings shown that there is a strong positive relationship between ethical climate and emotional engagement and a strong positive relationship between ethical climate and team orientation. In conclusion, it could be stated that the ethical climate has a significant positive impact on emotional engagement and team orientation among the machine operators of apparel industry.

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